

SECRET

21 March 1969

MORNING MEETING ACTION ITEM

TO: DD/I, DD/P, DD/S&T, DD/S

In response to the Director's request DTR opened the meeting with a review of principal criticisms voiced by Midcareer Trainees. They are: (a) Parochialism--too little knowledge of other directorates, excessive security regarding T-KH, and overemphasis on compartmentation; (b) Career matters--no follow-on to Midcareer Course program, no formal career pattern, no visible evidence of management involvement, awareness they are the successors but no grooming effort, unanimous view that seeking jobs outside their directorate is sudden death for career, lack of candor on the part of management, don't know why they are selected for the Midcareer Course; (c) Dead wood at the GS-14/15 level prevents promotion, causes incompetence in staff elements, vertical communication with immediate supervisor is not a problem.

The Director asked the DTR to identify remedial steps. He offered the following: (a) More students in two-week course, Introduction to Intelligence; (b) Drop requirement to GS-12 for participation in Intelligence Review Course; (c) Greater participation in Clandestine Services Review Course; (d) Other directorates' copying example of DD/S "Trends and Highlights" bimonthly sessions with senior DD/S management; (e) Deputy Directors meet with Midcareerists before and after Course to discuss management, not world affairs; (f) Two-hour session with the Executive Director during the Midcareer Course; (g) Development of some scheme where our ablest Midcareerist can participate in management.

The Director thanked the DTR and commented that his suggestions are helpful.

cc: DTR

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